

**Curriculum Vitae,
Bryan J. Pesta, Ph.D.
December 2023**

Independent Researcher
26845 Chapel Hill Drive
North Olmsted, OH, 44070
(440) 319-8947
b.pestab@csuohio.edu



Education

- **Master of Labor Relations and Human Resources**, Cleveland State University, degree completed December 2003.
- **Doctor of Philosophy in Cognitive Psychology**, The University of Akron, degree completed in December 1997.
- **Master of Arts in Psychology**, Cleveland State University, degree completed in June 1992.
- **Bachelor of Arts in Psychology**, Cleveland State University, degree completed in June 1990.

Full Time Academic Positions

- Unemployed in Academics since March 2022.
- 2017-2022: **Professor of Management**, Cleveland State University.
- 2016-2017: **Professor, and Interim Assistant Dean of Graduate Business Programs**, Cleveland State University.
- 2010-2016: **Associate Professor of Management and Labor Relations**, Cleveland State University.
- 2004-2010: **Assistant Professor of Management and Labor Relations**, Cleveland State University.
- 2001-2004: **Term Assistant Professor of Management and Labor Relations**, Cleveland State University.

- 1998-2001: Visiting Assistant Professor of Psychology, Cleveland State University.

Classes Taught

• MGT-321	Organizational Behavior
• MGT-340	Human Resource Management
• MGT-341	Compensation Systems
• MGT-342	Staffing / Training and Development
• MGT-431/531	Employment Practices Law
• MGT-501	Management & Organizational Behavior
• MGT-600	Quantitative Methods in Human Resources
• MGT-601	Human Resources / Labor Relations
• MGT-604	Interpersonal and Group Dynamics
• MGT-640	Performance Appraisal, Compensation and Benefits
• MGT-802	Doctoral Seminar in Human Resources
• MGT-803	Doctoral Seminar in Organizational Behavior
• EBA-600	Manager's workshop (EMBA opening week)
• EBA-608	Executive MBA / HR Management

- The above represents 14 different class preparations for courses I've taught in management. Since 1995, I have taught 234 course sections across a wide range of topics in both management and psychology. These sections included graduate level psychology, AMBA / EMBA, and DBA courses.

Publications

My work (N = 44 published articles, plus three book chapters) has been cited 1,455 times in the peer reviewed literature (687 times since 2018; h-index = 18; i10-index = 27¹)

1. Pesta, B., te Nijenhuis, J., Lasker, J., Kirkegaard, E., & Fuerst, J. (2023). On group differences in the heritability of intelligence: A reply to Giangrande and Turkheimer (2022). *Intelligence*, 98C, 101737.
2. Pesta, B. (2022). Updated IQ and Well-being scores for the 50 U.S. States. *Journal of Intelligence*, 10, <https://doi.org/10.3390/jintelligence10010015>
3. Pesta, B., Fuerst, J., & Shibaev, V. (2021). Research practices in differential psychology: Comments and a correction to Winston. *Pedagogy and Psychology*, 2, 395-398.
4. Pesta, B., Fuerst, J., & Kirkegaard, E. (2021). County level USA: No robust relationship between geoclimatic variables and cognitive ability. *Journal of Geographical Research*. <https://doi.org/10.31234/osf.io/avpk7>

¹ Via Google Scholar, 12/6/2023.

5. Pesta, B., Kirkegaard, E., te Nijenhuis, J., Lasker, J., & Fuerst, J. (2020). Racial and ethnic group differences in the heritability of intelligence: A systematic review and meta-analysis. *Intelligence*, 78, 101408.
6. Kirkegaard, E., Pesta, B. (2019). Smart and poor or rich and dull? A U.S. County level analysis of the relationship between IQ and presidential-election voting behavior. *Mankind Quarterly*, 60, 243-255.
7. Lasker, J., Pesta, B., Fuerst, J., & Kirkegaard, E. (2019). Global ancestry and cognitive ability. *Psych*, 1, 431-459.
8. Pesta, B., Fuerst, J., Kirkegaard, E., & Papaleo, B. (2019). Does intelligence explain national score variance on graduate admissions exams? *Intelligence*. 73, 8-15.
9. Carl, N., Kirkegaard, E., Dalliard, M., Frost, P., Kura, K., Meisenberg, G., Pesta, B., Rindermann, H., & Williams, R. (2018). Editorial: A response to criticisms of the OpenPsych journals. *Open Differential Psychology*. 1-9.
10. Pesta, B., Fuerst, J., & Kirkegaard, E. (2018). Bibliometric Keyword Analysis across Seventeen Years (2000 – 2016) of Intelligence Articles. *Journal of Intelligence*, 6, 1-12.
11. Kirkegaard, E., & Pesta, B. (2018). An S Factor analysis on the provinces of Vietnam: Relationships with cognitive ability, ethnicity, and latitude. *Mankind Quarterly*, 58, 562-579.
12. Pesta, B. (2018). Bibliometric analysis across eight years 2008–2015 of Intelligence articles: An updating of Wicherts (2009). *Intelligence*, 67, 26-32.
13. Pesta, B. (2017). A U.S. State-level analysis of the presidential election in 2016: IQ, race, and well-being emerge as mutually suppressed predictors. *Open Differential Psychology*, ISSN: 2446-3884.
14. Pesta, B., & Poznanski, P. (2016). Putting Spearman's hypothesis to work: Job IQ as a predictor of employee racial composition. *Open Differential Psychology*, ISSN: 2446-3884.
15. Pesta, B. (2016). Does IQ cause race differences in well-being? *Mankind Quarterly*, 56, 421-425.
16. Omasta, N., Bertsch, S., & Pesta, B. (2015). Participation in STEM fields and 2d:4d in university faculty. *Psychology Research*, 5(9), 497-503.
17. Pesta, B., McDaniel, M., Poznanski, P., & DeGroot, T. (2015). Discounting IQ's relevance to organizational behavior: The "Somebody Else's Problem" in management education. *Open Differential Psychology*, ISSN: 2446-3884.
18. McDaniel, M., Pesta, B., & Gabriel, A. (2015). Big data and the well-being nexus: Tracking Google search activity by state IQ. *Intelligence*, 50, 21-29.

19. Pesta, B., & Poznanski, P. (2014). Only in America: Cold Winters Theory, race, IQ and well-being. *Intelligence*, 46, 271-274.
20. Pesta, B., & McDaniel, M. (2014). State IQ, well-being, and racial composition as predictors of U.S. presidential election outcomes. *Intelligence*, 42, 107-114.
21. Bertsch, S. & Pesta, B. (2014). Generating active learning. In V. Benassi, C. Overson, & C. Hakala (Eds.), *Applying the science of learning in education* (pp. 71-76). New York, NY: American Psychological Association.
22. Pesta, B., Bertsch, S., McDaniel, M., Mahoney, C., & Poznanski, P. (2012). Differential epidemiology: IQ, neuroticism, and chronic disease by the 50 U.S. states. *Intelligence*, 40, 107-114.
23. Pesta, B., & Scherer, R. (2011). The assurance of learning tool as predictor and criterion in business school admissions decisions: New use for an old standard? *Journal of Education for Business*, 86, 163-170.
24. Bommer, W., Pesta, B., & Barnes, S. (2011). Nonverbal emotion recognition and performance: Differences matter differently. *Journal of Managerial Psychology*, 26, 28-41.
25. Pesta, B., McDaniel, M., & Bertsch (2010). We can't get no (life) satisfaction: Comment on Oswald and Wu. *Intelligence*, 38, 361-362.
26. Pesta, B., McDaniel, M., & Bertsch, S. (2010). Toward an index of well-being for the 50 U.S. States. *Intelligence*, 38, 160-168.
27. Pesta, B. (2009). Revisiting disparate impact claims under the ADEA: A brief review and statistical primer. *Labor Law Journal*, 60, 104-110.
28. Bertsch, S., & Pesta, B. (2009). The Wonderlic Personnel Test and elementary cognitive tasks as predictors of religious sectarianism, scriptural acceptance, and religious questioning. *Intelligence*, 37, 231-237.
29. Pesta, B., & Poznanski, J. (2009). The inspection time and over-claiming tasks as predictors of MBA student performance. *Personality and Individual Differences*, 46, 236-240.
30. Pesta, B., Bertsch, S., Poznanski, P., & Bommer, W. (2008). Sex differences on elementary cognitive tasks despite no differences on the Wonderlic Personnel Test. *Personality and Individual Differences*, 45, 429-431.
31. Pesta, B., & Poznanski, P. (2008). Black-White differences on IQ and grades: The mediating role of elementary cognitive tasks. *Intelligence*, 36, 323-329.

32. Pesta, B., Dunegan, K., & Hrivnak, M. (2007). Contrast and rater-perspective effects on judgments of sexual harassment severity: What he thinks she thinks, and vice versa. *Journal of Business and Psychology*, 22, 155-165.
33. Bertsch, S., Pesta, B., Wiscott, R., & McDaniel, M. (2007). The generation effect: A meta-analytic review. *Memory & Cognition*, 35, 201-210.
34. Bond, M., Knapp, D., Heshizer, B., & Pesta, B. (2007). Experience with consumer driven health plans: Does the performance of high-deductible health plans match expectations? *Compensation & Benefits Review*, 39, 60-68.
35. Pesta, B., Hrivnak, M., & Dunegan, K. (2007). Parsing work environments along the dimensions of sexual harassment: Drawing lines in office sand. *Employee Responsibilities and Rights Journal*, 19, 45-55.
36. Pesta, B., Kass, D., & Dunegan, K. (2005). Image theory and the appraisal of employee performance: To screen or not to screen? *Journal of Business and Psychology*, 19, 341-360.
37. Kass, D., Kleinman, L., Pesta, B., & Samson, E. (2004). Current developments in sexual harassment case law: Questions and answers. *Journal of Employment and Labor Law*, 10, 1-17.
38. Sanders, R., Murphy, M., Gonzalez, D., Pesta, B., & Bucur, B. (2002). Training variability and the effectiveness of learning: An adult age assessment. *Aging, Neuropsychology, and Cognition*, 9, 157-174.
39. Pesta, B., Murphy, M., & Sanders, R. (2001). Are emotionally charged lures immune to false memory? *Journal of Experimental Psychology: Learning, Memory, and Cognition*, 27, 328-338.
40. Pesta, B., Sanders, R., & Murphy, M. (2001). Misguided multiplication: Creating false memories with numbers rather than words. *Memory & Cognition*, 29, 478-483.
41. Pesta, B., & Sanders, R. (2000). Aging and negative priming: Is ignored information inhibited or remembered? *Experimental Aging Research*, 26, 37-56.
42. Pesta, B., Sanders, R., & Murphy, M. (1999). A beautiful day in the neighborhood: What factors determine the generation effect for simple multiplication problems? *Memory & Cognition*, 27, 106-115.
43. Pesta, B., Sanders, R., & Nemec, B. (1996). Older adults' strategic superiority with mental multiplication: A generation effect assessment. *Experimental Aging Research*, 22, 155-169.
44. Emerson, P., & Pesta, B. (1992). A generalized visual latency explanation of the Pulfrich phenomenon. *Perception and Psychophysics*, 51, 319-327.

Book Chapters (Peer Reviewed)

- Bertsch, S., & Pesta, B. (2014). Generating active learning. In Benassi, V. A., Overson, C. E., & Hakala, C. M. (2014). Applying science of learning in education: Infusing psychological science into the curriculum.
- McDaniel, M., Pesta, B., & Banks, G. (2012). Job performance and the aging worker. In J. Hedge & W. Borman (Eds.), *Oxford Handbook of Work and Aging* (pp. 280-297).
- Palmieri, P., Peterson, L., Pesta, B. & Saettone, D. (2011). Safety culture as a contemporary healthcare construct: theoretical review, research assessment, and translation to human resource management. In T. Savage, N. Khatri, & M. Fottler (Eds.), *Advances in Health Care Management*.

Peer-Reviewed Conference Presentations

- Pesta, B., Bertsch, S., & McDaniel, M. (2010). Differential Epidemiology: Intelligence, Neuroticism and Chronic Disease by the 50 U.S. States. Paper presented at the International Society for Intelligence Research Conference, Washington, D.C.
- Bommer, W., Shore, L., & Pesta, B. (2009). The Impact of Age Group Norms and Employee Relative Age. Paper presented at the 2009 Academy of Management Conference, Chicago (Symposium on aging workers).
- Pesta, B., & McDaniel, M. (2008). Economic, Social, and Religious Covariates of State Intelligence. Paper presented at the International Society for Intelligence Research Conference, Atlanta, GA.
- Pesta, B. (2007). Panel Speaker, "The Future of Organized Humanism." The New Humanism: A Conference Honoring 30 Years of Humanist Chaplaincy at Harvard. Harvard University, Cambridge.
- Pesta, B., Dunegan, K., & Hrivnak, M. (2005). Perceptions of sexual harassment severity: Toward an understanding of molehills and mountains. Manuscript presented at the 2005 Academy of Management Conference, Hawaii.
- Kass, D., Lord, R., Baznick, D., Hochevar, M., & Pesta, B. (2003). A Trichotomous model of motivation: Beyond approach and avoidance. Manuscript presented at the 2003 Academy of Management Conference, Seattle.
- Kass, D., Pesta, B., & Dunegan, K. (2003). Image theory and performance appraisal: How contrast effects moderate use of the screening process. Manuscript presented at the 2003 Academy of Management Conference, Seattle.

Service as an Expert Witness / Statistician in Federal Court

- July 2015. For Plaintiff's Attorney Thomas Downie, Petty et al., v. Russell Cellular, Inc. U.S. District Court, SDO, Case No. 2:13-cv-1110.
- March 2005 and August 2006. For Plaintiff's Attorney Edward Kramer, Edward P. Lentz v. City of Cleveland, et al., U.S. District Court, NDO, Case No. 04-0669.

Plaintiffs in this case won \$800,000 from the City for reverse discrimination.

- January 2006. For Defendant's Attorney Craig Brandt, Therese A. Gottermeyer v. Norstan, Inc., et al., U.S. District Court, NDO, Case No. 05-1399.

The defendants were granted summary judgment based on the report I produced in this case.

- February 2004. For Plaintiff's Attorney Edward Kramer, Rutherford et al. v. City of Cleveland et al., U.S. District Court, NDO, Case No. 94-1019.

Plaintiffs petitioned Supreme Court for Certiorari (denied).

Awards and Honors

- University Merit Pay Winner, May 2014 (**Teaching / Research**).
- University Merit Pay Winner, May 2013 (**Teaching / Research**).
- University Merit Pay Winner, May 2012 (**Teaching**).
- University Merit Pay Winner, May 2011 (**Research**).
- University Merit Pay Winner, May 2009 (**Research**).
- Nance College of Business Legacy Award, April 2008 (**Teaching**).
- University Merit Pay Winner, May 2007 (**Teaching**).
- "Excellence in Humanist Communication" Award, April 2007, from Harvard University.
- University Merit Pay Winner, May 2006 (**Teaching**).